
Mentor/Protégé Forum

The Mentoring Experience

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Background

- Mentor for G2 Engineering and Management, Inc.
- G2 has significant experience at BWXT Y12 in programs, S&S, and manufacturing
- BWXT Y-12 Mentor has direct experience with G2

Approach

- Established a plan/schedule as the first step
 - Addresses strategic needs of Protégé
 - Milestones were established
 - Identified focus areas and key contacts
 - Adjusted the plan as needed
- Regular interaction
 - Planned weekly meetings initially
 - Adjusted as the plan was executed
- Direct CEO involvement by Protégé
- Involvement by other BWXT Y-12 Divisions

Focus

- Targeted business maturity and advancement opportunities
 - Utilized BWXT Y-12 experience/knowledge
 - Excellent support from other Division
- Included specific business areas (eg, Engineering, Procurement, and Quality)
- Expansion in other government and commercial markets

Results & Lessons

- Vital to have plan and to adjust as needed
 - Defines goals for the Mentor/Protégé relationship up front
 - Identifies other organizations/participants
 - Provides assessment of progress
- Frequent interaction required, especially in initial efforts
- Knowledge of Protégé's strategic planning was important
- The relationship was beneficial to both parties
 - Stronger business structure for Protégé
 - Fosters relationships with small business
 - Opportunity for Mentors' personal development
- Personally rewarding experience
- National recognition for BWXT and G2